

GS-0401 QUALIFICATION SELF-ASSESSMENT TOOL

This self-assessment tool is intended to help employees identify pathways to qualify for the GS-0401, Fire Management Specialist. The guide takes into account various levels of previous education.

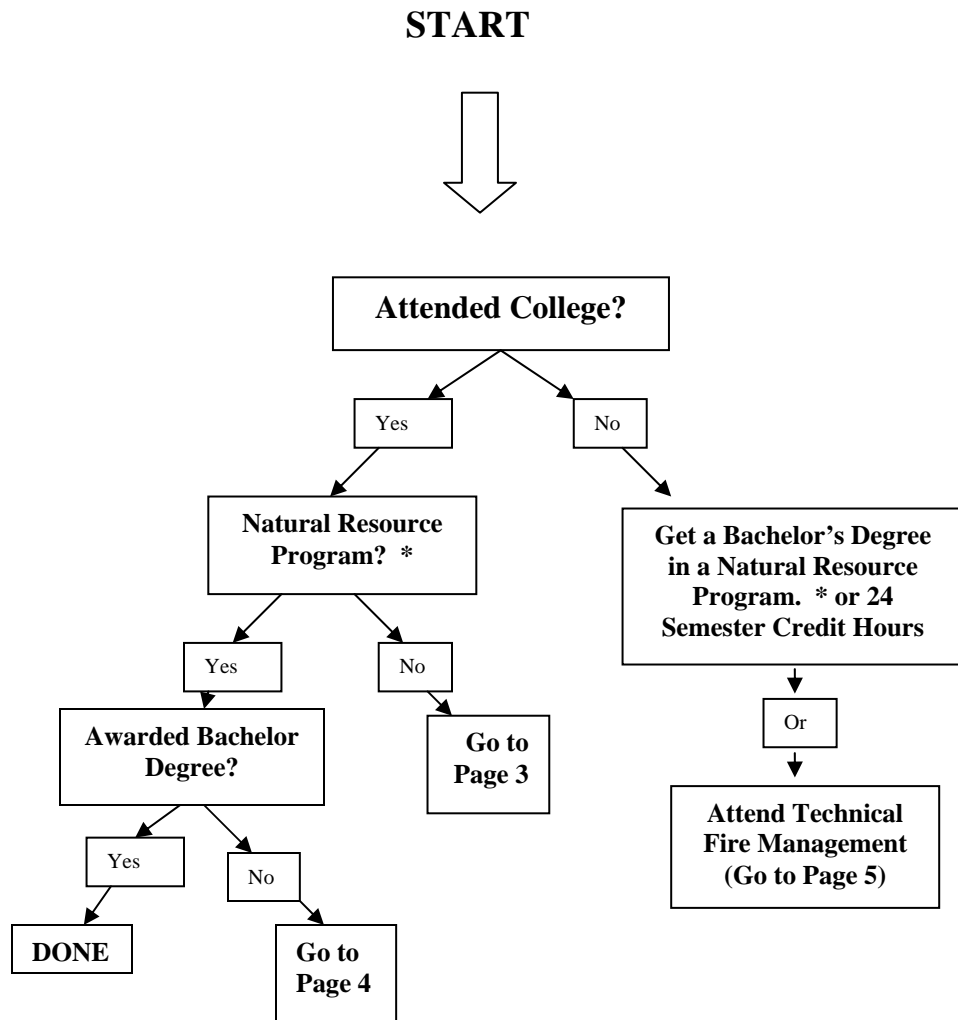
Starting on the next page, follow the flow chart to determine where you are and what you will need to do to qualify. Specialized experience requirements are defined on pages 6 and 7. Any details about experience you have had, such as writing burn plans or environmental assessments, Acting AFMO, etc., will show professional-level experience. Contact your Fire Management and/or Human Resources Office for more information.

It is suggested that you take the time to go through this self-assessment before submitting your file to your agency Human Resources Office for review. Each agency will have specific requirements for submitting a file for review; contact your local Human Resources office.

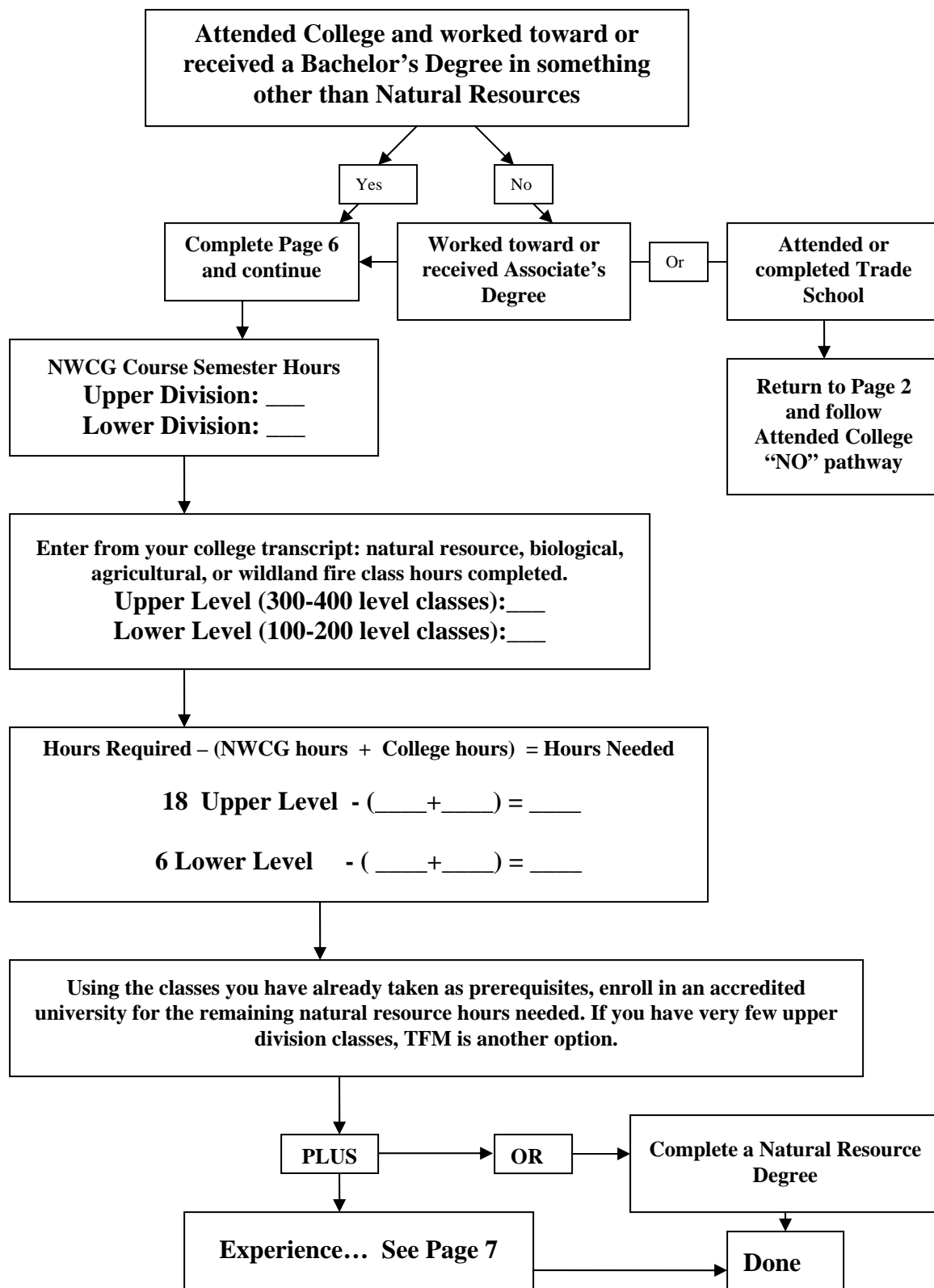
This self-assessment tool is a good way to start an evaluation of where you stand and what steps you need to take. However, the final evaluation of your experience and education is the responsibility of your Human Resources Office. After completing the self-assessment on the following pages, contact your Human Resources Office to ask for a more thorough review.

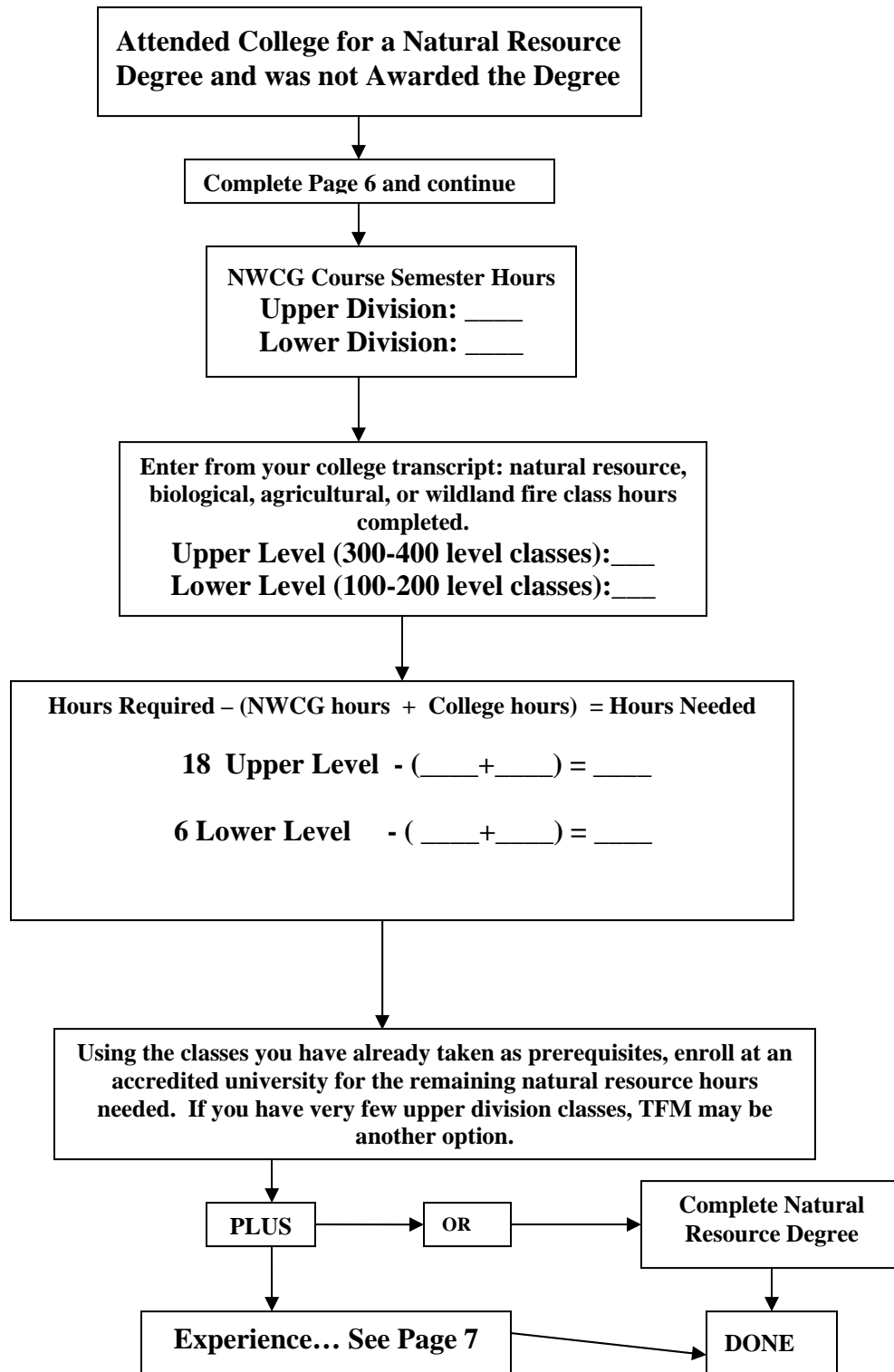
The information contained in this self-assessment tool is based on the *OPM Qualification Standards for General Schedule Positions Operating Manual*, and the *GS-0401 Supplemental Standards* (10/1/2002).

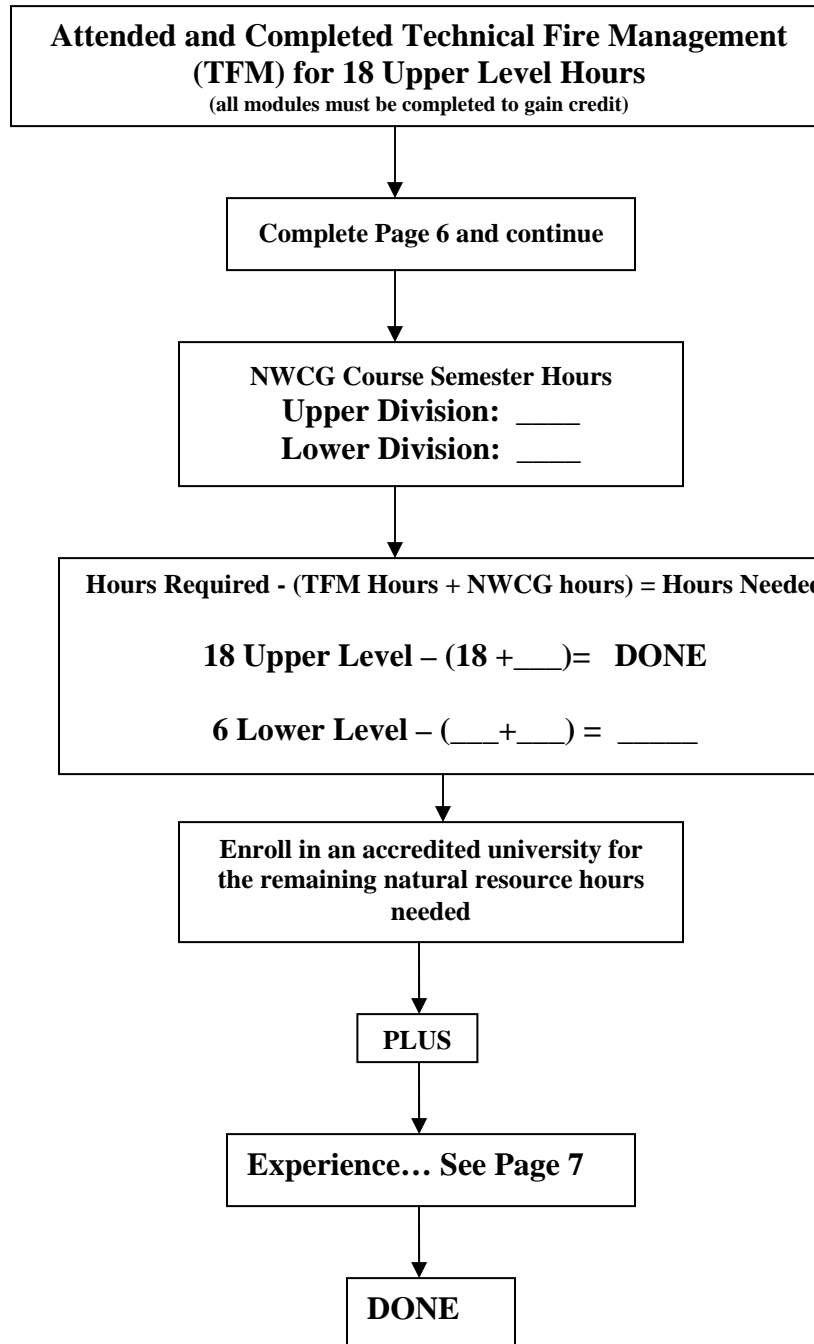
Paul Lenmark, AFS – Smokejumpers, originally developed the guide for BLM employees. It has been adapted for use by all wildland fire agencies.



* Natural Resource programs include a major in biological sciences, forestry, agriculture, or natural resources management leading toward a bachelor's degree. *(Natural Resource, for these purposes, is defined as work in the conservation, management, protection, or utilization of resources in the life sciences arena.)*







**Add Semester Hours of NWCG Courses taken in
Upper Division and Lower Division**

National Wildfire Coordinating Group (NWCG) Courses -- Upper Division			
FIEM	Fire in Ecosystem Management	1 semester hour	
FML	Fire Management Leadership	1 semester hour	
FPM	Fire Program Management	1 semester hour	
LFML	Local Fire Management Leadership	1 semester hour	
NFMAS	National Fire Management Analysis System	1 semester hour	
RX-410 or 450	Smoke Management Techniques	1 semester hour	
RX-510 or 540	Applied Fire Effects	1 semester hour	
RX-590	Prescribed Fire Behavior Interpretation (to be combined with S-590)	2 semester hours	
S-490	Advanced Wildland Fire Behavior Calculations	1 semester hour	
S-491	National Fire Danger Rating System	1 semester hour	
S-492	Long Term Fire Risk Assessment	1 semester hour	
S-493	Fire Area Growth Simulation	1 semester hour	
S-520	Advanced Incident Management	1 semester hour	
S-580	Advanced Fire Use Applications (National Parks & Wilderness Fire Mgmt)	1 semester hour	
S-590	Fire Behavior Interpretation	2 semester hours	
S-620	Area Command	1 semester hour	
	Total		
National Wildfire Coordinating Group (NWCG) Courses -- Lower Division			
P-151	Wildfire Origin and Cause Determination	1 semester hour	
RX-300	Prescribed Fire for Burn Bosses	1 semester hour	
RX-310 or 340	Introduction to Fire Effects	1 semester hour	
S-190/290	Introduction to Fire Behavior combined with Intermediate Wildland Fire Behavior	1 semester hour	
S-390	Intro. to Wildland Fire Behavior Calculations	1 semester hour	
	Total		

Appropriate Experience to Meet Basic Requirements

An example of appropriate experience which would be comparable to the required college coursework *may* be that of a technician, at the GS-7 grade level or above, who is working under the supervision of a professional employee and is performing duties equivalent to an entry-level professional employee, in the field of biological sciences, agriculture, natural resources management, or fire management.

In accordance with direction in the *Qualification Standards for General Schedule Positions Operating Manual*, 30 semester hours (or 45 quarter hours) is comparable to one year of college and can be substituted for one year of experience.

Specialized Experience:

For positions at GS-7 and above, one year of specialized experience at the next lower grade level is required in addition to meeting the basic requirements.

For GS-7: Experience that demonstrates an understanding of fire behavior relative to fuels, weather, and topography, and how fire affects natural and cultural resources. Typical assignments include:

- Participating in implementing prescribed fire or fire use plans to ensure resource objectives can be met from a fire management standpoint.
- Developing initial attack incident management strategies and tactics to meet the stated resource objectives.

For GS-9: Experience in at least two of the following three categories:

1. Experience that demonstrates understanding of fire effects on cultural and natural resources. The assignments must have shown participation in activities such as:
 - Developing fire management plans to ensure resource objectives can be met from a fire management standpoint; or
 - Conducting field inspections before and/or after prescribed fires or wildland fires to determine if defined resource objectives have been met.
2. Prescribed fire/fuels management - experience in activities such as:
 - Professional forest or range inventory methods and procedures (e.g. Brown's planar intercept for dead and down fuels; live fuel loading assessments); or
 - Analysis of fuel loadings and determination of appropriate fuel treatment methods and programming; or
 - Evaluating prescribed fire plans or fire management plans to ensure fire containment is possible and identify appropriate suppression contingencies if containment is not obtained.
3. Fire management operations - analyzing and applying fire management strategies, plus experience in at least four of the following activities:

- Mobilization and dispatch coordination
- Fire prevention
- Training
- Logistics
- Equipment development and deployment
- Fire communications systems
- Suppression and preparedness

For GS-11 and above: Experience must have included all of the fire program management elements as described below:

- Reviewing and evaluating fire management plans for ecological soundness and technical adequacy;
- Conducting field inspections before and after prescribed or wildland fires to determine if resource objectives were achieved and/or evaluate the effectiveness of actions taken; and
- Developing analyses on the ecological role of fire and its use and/or exclusion, and smoke management.

In addition to fire program management, appropriate experience must have included either prescribed fire/fuels management - **OR** - fire management operations as described below:

Prescribed fire/fuels management - experience in a broad range of activities such as:

- Professional forest or range inventory methods and procedures (e.g., Brown's planar intercept for dead and down fuels; live fuel loading assessments);
- Analysis of fuel loadings and determination of appropriate fuel treatment methods and programming;
- Land use planning and environmental coordination;
- Evaluation of prescribed burn plans or fire management plans to ensure fire containment is possible and identification of appropriate suppression contingencies if containment is not obtained.

Fire management operations - analyzing and applying fire management strategies, plus experience in at least five of the following activities:

- Mobilization and dispatch coordination
- Fire prevention and education
- Training
- Logistics
- Equipment development and deployment
- Fire communication systems
- Suppression and preparedness
- Aviation